

cat

**C O N F I D E N T I A L 041825Z FEB 83 STAFF**

**CITE FBIS/PANAMA CITY 66393**

**TO: PRIORITY FBIS.**

**RYBAT**

**SUBJECT: WAGE SCALE CHANGES**

**REF: FBIS/PANAMA CITY 66350**

25X1

1. DIRECTOR OF PANAMA AREA PERSONNEL BOARD YESTERDAY CONFIRMED THAT FBIS IS NOT UNDER THE PANAMA CANAL EMPLOYMENT SYSTEM AND DOES NOT HAVE TO FOLLOW THE PANAMA AREA WAGE SCALE FOR POST-TREATY HIRES. I CHECKED AGAIN WITH SOUTHCOM CIVILIAN PERSONNEL ADVISOR WHO FELT THAT IN THAT CASE THESE EMPLOYEES WOULD FALL UNDER TITLE FIVE OF THE U.S. CODE AND SHOULD BE CARRIED ON THE GS SCALE (WHICH PARALLELS THE NM SCALE EXCEPT FOR LOWER GRADES). HE SUGGESTED I CONTACT THE SMITHSONIAN PERSONNEL OFFICER. APPARENTLY THEIR SITUATION IS SOMEWHAT ANALOGOUS TO OURS. APPARENTLY THEIR SITUATION IS SOMEWHAT ANALOGOUS TO OURS.

2. HOPE TO SEE SMITHSONIAN PEOPLE TODAY. WE SEEM TO BE OVER THE BIGGEST HURDLE AND NOW HAVE ONLY TO DETERMINE WHAT WAGE SCALE TO USE FOR OUR NEW HIRES AND HOW TO CONVERT THEM. ALSO HAVE TO ADVISE EMBASSY AND EMPLOYEES INVOLVED. APPRECIATE ANY THOUGHTS YOU OR C/ADMIN MIGHT HAVE ON THIS, PARTICULARLY METHOD OF CONVERSION TO NEW SCALE. DECL OADR DRV COL 14-82. ALL CONFIDENTIAL.  
**C O N F I D E N T I A L**

**CONFIDENTIAL**

OUTGOING MESSAGE

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OMF

C O N F I D E N T I A L

STAFF

FBIS

14906

CONFIDENTIAL

1  
Pls get refs and  
make copy of refs  
to this cable for  
PMSO + my file

TO: PRIORITY FBIS/PANAMA CITY. 4

ADMIN PERS 4

SUBJECT: WAGE SCALE CHANGES 4

REF: A. FBIS/PANAMA CITY 66393

B. FBIS/PANAMA CITY 66350 4

[REDACTED] 4

25X1

1. THE PANAMA BUREAU WAS NOT INCLUDED IN THE FBIS WORLDWIDE CLASSIFICATION AND COMPENSATION PROGRAM BECAUSE WE WERE UNDER THE IMPRESSION THAT FBIS WAS SUBJECT TO THE PANAMA CANAL EMPLOYMENT SYSTEM. NOW THAT THE PERSONNEL BOARD HAS CONFIRMED THAT WE ARE NOT UNDER THE CANAL SYSTEM, WE WOULD PREFER TO DEVELOP A COMPENSATION AND CLASSIFICATION SYSTEM OF OUR OWN. THIS WOULD BE IN KEEPING WITH WHAT IS HAPPENING IN THE OTHER BUREAUS. WE ARE NOT SUBJECT TO TITLE FIVE OF THE U.S. CODE IN THE SAME WAY AS IS THE SMITHSONIAN. PNEXCELL HAS ITS OWN AUTHORITY TO CLASSIFY AND DETERMINE COMPENSATION SCALES. IT IS THIS AUTHORITY THAT WE ARE USING TO DEVELOP THE FBIS FSN PAY SYSTEM FOR THE REST OF THE BUREAUS. [REDACTED]

25X1

2. PLEASE DO NOT CONTACT THE SMITHSONIAN PEOPLE UNTIL WE HAVE

DATE:

ORIG: 4 FEB 83

UNIT:

EXT:

CONFIDENTIAL

RELEASING OFFICER

COORDINATING OFFICERS

AUTHENTICATING OFFICER

CLASSIFICATION

CONFIDENTIAL

FORM 12E  
7-80

USE PREVIOUS  
EDITIONS

# OUTGOING MESSAGE

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OMF

2

C O N F I D E N T I A L

STAFF

FBIS

14906

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HAD A CHANCE TO CONTACT THE POSITION CLASSIFICATION COMPENSATION  
DIVISION OF THE OFFICE OF PERSONNEL AND THE GENERAL COUNSEL'S  
OFFICE. WE ARE INCLINED TO DEVELOP OUR PAY SYSTEM FOR PANAMA  
ALONG THE GUIDELINES WE ARE USING WITH THE OTHER BUREAUS. WE WILL  
NEED TO TOUCH BASE WITH THE ABOVE BEFORE WE CAN MOVE IN THAT  
DIRECTION. WE WILL ADVISE SOONEST.  4

25X1

3. PLEASE BE ASSURED THAT THE BUREAU WILL BE BROUGHT INTO  
DELIBERATIONS CONCERNING WAGE SCALES AS WE HAVE THE OTHER BUREAUS.

25X1

DECL OADR BY  .d

~~CONFIDENTIAL~~

DATE: 4 FEB 83  
ORIG:  
UNIT:  
EXT:

COORD: C/OPS *jm*

25X1

C/ADMIN

RELEASING OFFICER

COORDINATING OFFICERS

AUTHENTICATING OFFICER

CLASSIFICATION

FORM 12E  
7-80

USE PREVIOUS  
EDITIONS